



EMPLOYMENT TRIBUNALS

Claimant: Miss K Blair

Respondents: Oldwalls Collection Ltd (R1)
SNACO UK Ltd (R2)

Heard at: Newport **On:** 13, 14, 15 July 2026

Before: Employment Judge S Moore
Mrs K Smith
Mrs G Rees

Representation

Claimant: In person

Respondent: Mr Ishaq, Litigation Consultant

JUDGMENT

1. The second respondent is dismissed from these proceedings as it was not the claimant's employer.
2. The claimant's claim for constructive unfair dismissal is well founded and succeeds.
3. The claimant's claim for wrongful dismissal is well founded and succeeds.
4. The claimant's claims for pregnancy and maternity discrimination in respect of the following complaints are well founded and succeed:
 - i. The failure to carry out a pregnancy risk assessment in 2023 and the delay in carrying out a pregnancy risk assessment in 2024;
 - ii. Removal of HR duties, undermining the claimant and exclusion from the management team;
 - iii. The initiation of misconduct proceedings against the claimant including the investigation and invitation to a disciplinary hearing;
 - iv. The offer of a settlement for the claimant to leave her employment.
5. The remaining pregnancy and maternity discrimination claims are not well founded and are dismissed.
6. A remedy hearing shall be listed.

Approved by:

Employment Judge S Moore

16 July 2026

JUDGMENT SENT TO THE PARTIES ON

...22 July 2026.....

...C Evans.....

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/